

Thomas Talhelm
Thomas.Talhelm@asu.edu
(434) 825-9521

EMPLOYMENT

Robert B. Cialdini Endowed Professor Arizona State University	2026-Present
Associate Professor of Behavioral Science University of Chicago Booth School of Business William Ladany Faculty Scholar	2019-2026
Assistant Professor of Behavioral Science University of Chicago Booth School of Business William Ladany Faculty Scholar	2015-2019

SCHOLARLY METRICS

Citations: 18,005	Publications: 71
h-index: 30	i10-index: 53

Scholar GPS 5-Year Rankings:

Productivity: Top 1.7%

Impact: Top 1.0%

[Google Scholar Page](#)

EDUCATION

PhD University of Virginia Cross-cultural differences and social cognition Advisor: Shigehiro Oishi Dissertation committee: Shigehiro Oishi, Gerald Clore, Timothy Wilson	2009-2015
Graduate with Highest Honors University of Michigan 3.97 GPA, Highest Distinction B.A. Psychology and Spanish, Philosophy minor Honor's thesis on biases in moral decision-making Advisors: Norbert Schwarz, Yuri Miyamoto	2007
Beijing Language and Culture University Chinese literature and ancient Chinese	2008-2009

RESEARCH FELLOWSHIPS

UVa Arts, Humanities, and Social Sciences Fellowship Beijing: Cultural differences along China's rice-wheat border	2014
Fulbright Scholar Beijing: Observational studies of the rice theory of culture	2012-2013

NSF Graduate Research Fellow Culture, mobility, and regional cultural differences within China	2010-2014
NSF East Asian Pacific Summer Institute Fellow Mobility, cognition, and social orientation Beijing Normal University	2010
LIFE Fellow, Max Planck Institute for Human Development Berlin; Zurich; Ann Arbor	2010-2012
International Institute Individual Research Fellow Designed and carried out research on cross-cultural cognition differences Beijing and Shanxi, China	2007
University of Michigan-Peking University Institute Fellow Chinese history and religion Peking University, China	2007
Minority Health International Research Training Fellow Development of emotional self-regulation in children Peking University, China Advisor: Twila Tardif Chinese language study	2006
Ginsberg Community-Based Research Fellow Researched the effectiveness of poverty programs	2005

ADDITIONAL WORK EXPERIENCE

Freelance journalist Culture, features, book reviews, and travel articles in US and abroad	2008-2009
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SELECTED AWARDS

Early Career Award International Assc. Cross-Cultural Psychology	2024
Early Career Award Outstanding Alumni Max Planck Inst. LIFE Program	2024
Michigan State University East Asian Studies Annual Lecture Award	2017
Edgar F. Shannon Top Graduate Student	2015
First Place Robert J. Huskey Research Conference	2015
First Place Robert J. Huskey Research Conference	2014
Maury Pathfinder Graduate Prize in Psychology: Best Master's Dissertation	2011
Fellowship Enhancement for Outstanding Doctoral Candidates	2009
Marshall Sahlins Social Science Award Outstanding social science research	2007
Tanner Memorial Award Undergraduate research funding	2007
Romance Languages and Literature Book Award	2007
Honors Research Grant	2006
Eagle Scout Boy Scouts of America	2004

MEDIA

- “North-south antipathies endure around the globe” (*The Economist*)
- “COVID vaccine incentives work, but send the wrong message” (*LA Times*)
- “New study in Science - Medieval Catholic Church” (*Washington Post*)
- “With the grain” (*The Economist*)
- “Our geography, ourselves” (*LA Times*, Robert Sapolsky)
- “Uncovering the literal roots of your ideology” (*Pacific Standard*)
- “How did politics get so personal?” (*New York Times*)
- “Your behavior in Starbucks may reveal more about you than you think” (*Science AAAS*)
- “A simple choice between two photos reveals your personality” (*Washington Post*)
- “So a rice grower and a wheat grower walk into a coffee shop” (*NPR*)
- “Rice and culture” (*German Public Broadcasting*)
- “Looking at north-south differences from cafes” (*Phoenix Network [Chinese]*)
- “Numbers: 16%” (*Sanlian Shenghuo Weekly [Chinese]*)
- “Rice, wheat and the values they sow” (*Wall Street Journal*)
- “Rice and chair moving” (*NPR Goats and Soda Newsletter Cover Story*)
- “Your vacation destination really does reflect your personality” (*City Lab*)
- “Liberals are from Mars, conservatives are from Venus” (*Scientific American*)
- “What you farm affects your thinking, study says” (*National Geographic*)
- “We are what we eat” (*Himalayan Times [India]*)
- “Wheat or rice?” (*Global Times*)
- “Why are some cultures more individualistic than others?” (*New York Times*)
- “The psychology of liberals vs conservatives” (*New Zealand Listener*)
- “Why China's rice farmers are less confrontational than wheat farmers” (*Vice*)

ACADEMIC PUBLICATIONS

1. Talhelm, T., Wei, L., Sun, R., Medvedev, D., San Martin, A., Helmy, M., Samekin, A., Zaragoza Scherman, A., English, A. S., & The Responsibility Collaboration Team. (in press). Collectivism isn't what people think it is: A study of 100 cultures. *Nature Human Behaviour*.
2. Talhelmt, T. (in press). Vertical collectivism does not measure what it claims to measure. *Current Research in Ecological and Social Psychology*.
3. Talhelm, T. (2026). Adapting interventions to culture can improve effectiveness and cost-efficiency. *Policy Insights from the Behavioral and Brain Sciences*, 13(1), 61-68.
4. Talhelm, T. (2026). Is modernization widening cultural differences? *PNAS Nexus*, 5(3), pgag021.
5. Wei, L., Talhelm, T., Zhu, J., English, A. S., & Huang, A. (2026). Collectivism index for investigating cultural variation in China across regions and time. *Scientific Data*, 13, 469.

6. *Wei, L., English, A. S., Talhelm, T., Wang, J., Zhang, Y., Tan, X., & Zhu, J. (2025). People in relationally mobile cultures report higher well-being. *Emotion*, 25(3), 541–555.
***Selected as APA Editor’s Choice for noteworthy and impactful for the field**
7. Talhelm, T., Medvedev, D., & Li, Y. (2025). The homo economicus model of work describes men more than women, but only in WEIRD cultures. *Minnesota Journal of Law & Inequality*, 43(3), 29–52.
8. English, A., Talhelm, T., Wei, L., Tong, T., Ma, J., Yu, H., Zhou, S., ...Liu, Z. (2026). Moving to wheat-farming regions increases analytic thought, but moving to cities does not: A three-wave longitudinal study. *British Journal of Psychology*, 117(1), 378-405.
9. Liu, H., Li, Q., Sun, Y., Chen, M., An, Y., Talhelm, T., & Hu, X. (2025). AI vs. human fundraisers: Evidence that narrative perspective and fundraiser identity influence donation intentions. *Cyberpsychology, Behavior, and Social Networking*, 28(10), 698-706.
10. Park, B., Vepachedu, S., Ornelas, G. E., & Tahlem, T. (2026). Not that important why you did it: Causal attribution matters less for interdependent people in judgment of blame, punishment, rehabilitation, and perceived likelihood of reintegration. *Journal of Cross-Cultural Psychology*, 57(2), 206–233.
11. Wang, Y., Wang, F., Talhelm, T., & Chen, Y. (2025). New evidence finds young people in Mainland China are now bicultural. *British Journal of Psychology*, 116(2), 460-483.
12. Zhou, X., English, A. S., Wei, L., ...Talhelm, T., ...Zhang, X. (2025). Understanding perceived changes, collectivism, and social exclusion: A cross-cultural study in 32 countries. *International Journal of Intercultural Relations*, 107, 102198.
13. Wei, L., English, A. S., Talhelm, T., Li, X., Zhang, X., & Wang, S. (2025). People in tight cultures and tight situations wear masks more: Evidence from three large-scale studies in China. *Personality and Social Psychology Bulletin*, 51(7), 1121-1138.
14. Talhelm, T., & Dong., X. (2024). People quasi-randomly assigned to farm rice are more collectivistic than people assigned to farm wheat. *Nature Communications*, 15, 1782.
15. Medvedev, D., Davenport, D., Talhelm, T., & Li, Y. (2024). The motivating effect of monetary over psychological incentives is stronger in Western cultures. *Nature Human Behaviour*, 8, 456–470.

16. Guntuku, S. C., Talhelm, T., Sherman, G., Fan, A., Giorgi, S., Wei, L., & Ungar, L. H. (2024). Historical patterns of rice farming explain modern-day language use in China and Japan more than modernization and urbanization. *Nature Humanities and Social Science Communications*, 11, 1724.
17. Zhang, Q., Lin, X., English, A. S., & Talhelm, T. (2024). Beyond perceived risk: Understanding vaccination behaviors in China's rice- and wheat-farming cultures. *International Journal of Intercultural Relations*, 103, 102075.
18. Havaladar, S., Giorgi, S., Rai, S., Cho, Y.-M., Talhelm, T., Guntuku, S. C., & Ungar, L. (2024). Building knowledge-guided lexica to model cultural variation. In K. Duh, H. Gomez, & S. Bethard (Eds.), *Proceedings of the 2024 Conference of the North American Chapter of the Association for Computational Linguistics: Human Language Technologies* (pp. 211–226). Association for Computational Linguistics.
19. Wei, L., English, A. S., Talhelm, T., Zhang, X., Zheng, L., & Zhang, Q. (2024). The ongoing impact: A 4-wave longitudinal study on how loss and avoidance coping lead to long-term challenges after COVID. *International Journal of Intercultural Relations*, 103, 102086.
20. Scharbert, J., Humberg S., ...Talhelm, T. et al. (2024). Psychological well-being in Europe after the outbreak of war in Ukraine. *Nature Communications*, 15, 1202.
21. Wu, K., & Talhelm, T. (2024). Hide a dagger behind a smile: Collectivistic cultures compete more than individualistic cultures. In S. Garcia & A. Tor (Eds.), *Oxford Handbook on Psychology of Competition*. Oxford University Press.
22. Zhou, X., English, A. S., Kulich, S. J. ...Talhelm, T., et al. (2024). COVID-19 cases correlate with greater acceptance coping in flexible cultures: A cross-cultural study in 26 countries. *Social and Personality Psychology Compass*, 18(2), e12919.
23. Zhang, X., English, A. S., Talhelm, T., Nam, B., & Wei, L. (2023). Rice-farming areas report more anxiety across two years of the COVID-19 pandemic in China. *Social and Personality Psychology Compass*, 17(9), e12795.
24. Talhelm, T., Wu, S. J., Lyu, C., Zhou, H., & Zhang, X. (2023). People in rice-farming cultures perceive emotions more accurately. *Current Research in Ecological and Social Psychology*, 4, 100122.
25. English, A. S., Sun, J. J., Xu, S. H., Zheng, L., Zhang, Q. H., & Talhelm, T. (2023). COVID-19 non-death loss and acceptance coping: A 3-wave cross-lagged panel analysis. *Social and Personality Psychology Compass*, 17(12), e12911.

26. Wei, X., Talhelm, T., Zhang, K., & Wang, F. (2023). When interdependence backfires: The coronavirus infected three times more people in rice-farming areas during Chinese New Year. *Personality and Social Psychology Bulletin*, 50(10), 1471-1486.
27. *Harati, H., & *Talhelm, T. (2023). Cultures in water-scarce environments are more long-term oriented. *Psychological Science*, 34(7), 754-770. *Shared first authorship
28. English, A. S., & Talhelm, T. (2023). COVID-19 lockdown anxiety harms newcomers' job satisfaction: A cross-lagged panel analysis during snap lockdowns in China. *Social and Personality Psychology Compass*, 17(8), e12786.
29. Grossmann, I., Rotella, A., ... Talhelm, T., ... Wilkening, T. (2023). Insights into accuracy of social scientists' forecasts of societal change. *Nature Human Behavior*, 7, 484–501.
30. English, A. S., Wang, S., Zhang, Q., & Talhelm, T. (2023). Cultural traits or social norms? Both responsibility and norms linked to accepting COVID-19 vaccine. *Social and Personality Psychology Compass*, 17(8), e12791.
31. Deng, W., Rosenblatt, A. K., Talhelm, T., & Putnam, A. L. (2023). People from the US and China think about their personal and collective future differently. *Memory & Cognition*, 51, 87-100.
32. Lee, C.-S., Talhelm, T., & Dong, X. (2023). People in historically rice-farming areas are less happy and socially compare more than people in wheat-farming areas. *Journal of Personality and Social Psychology*, 124(5), 935-957.
33. Schabert, J., Reiter, T., Sakel, S., ter Horst, J., Geukes, K., Gosling, S. D., & Talhelm, T. (2023). A global ESM study of well-being during times of crises: The CoCo Project. *Social and Personality Psychology Compass*, e12813.
34. Axt, J. R., Atwood, S., Talhelm, T., & Hehman, E. (2023). Asian Men and Black Women hold weaker race–gender associations: Evidence from the United States and China. *Social Psychological and Personality Science*, 14(6), 686-697.
35. Pick, C. M., Ko, A., Wormley, A. S., ... Talhelm, T., ... Varnum, M. E. W. (2022). Family still matters: Human social motivation across 42 countries during a global pandemic. *Evolution and Human Behavior*, 43(6), 527–535.
36. Pick, C. M., Ko, A., Kenrick, D. T., ... Talhelm, T., ... Wei, L., ... Varnum, M. E. W. (2022). Fundamental social motives measured across forty-two cultures in two waves. *Scientific Data*, 9(499).

37. Talhelm, T., Lee, C.-S., English, A. S., & Shuang, W. (2022). How rice fights pandemics: Nature-crop-human interactions shaped COVID-19 outcomes. *Personality and Social Psychology Bulletin*, 49(11), 1567-1586.
38. English, A. S., Talhelm, T., Tong, R., Li, X., & Su, Y. (2022). Historical rice farming explains faster mask use during early days of China's COVID-19 outbreak. *Current Research in Ecological and Social Psychology*, 3, 100034.
39. Talhelm, T. (2022). The Rice Theory of Culture. *Online Readings in Psychology and Culture*, 4(1).
40. Reinhard, D. A., Wade-Benzoni, K. A., Brady, G. L., Chai, V., Talhelm, T., Yip, J., Chen, P., Garcia, S. M., Ku, G., & Wang, C. S. (2022). Unveiling variations in 'the other': How relationships drive intergroup and interpersonal dynamics. *Academy of Management Proceedings*, 2022(1), 14403.
41. Hu, L., Zhao, C., Wei, L., Talhelm, T., Wang, C., & Zhang, X. (2022). How do humans group non-rigid objects in multiple object tracking? Evidence from grouping by self-rotation. *British Journal of Psychology*, 113(3), 653–676.
42. Hu, L., Wang, C., Talhelm, T., & Zhang, X. (2021). Distinguishing the neural mechanism of attentional control and working memory in feature-based attentive tracking. *Psychophysiology*, 58(2), e13726.
43. Zhu, C., Talhelm, T., Li, Y., Chen, G., Zhu, J., & Wang, J. (2021). Relationship between rice farming and polygenic scores potentially linked to agriculture in China. *Royal Society Open Science*, 8(8), 210382.
44. Zhang, H., Talhelm, T., Yang, Q., & Hu, C. S. (2021). High-status people are more individualistic and analytic-thinking in the West and wheat-farming areas, but not rice-farming areas. *European Journal of Social Psychology*, 56(6), 878-895.
45. Lee, L. Y., Talhelm, T., Zhang, X., Hu, B., & Lv, X. (2021). Holistic thinkers process divided-attention tasks faster: From the global/local perspective. *Current Psychology*, 1–13.
46. Talhelm, T., & English, A. S. (2020). Historically rice-farming societies have tighter social norms in China and worldwide. *Proceedings of the National Academy of Sciences*, 117(33), 19816–19824.
47. Ko, A., Pick, C., Kwon, J. Y., Barlev, M., Krems, J. Q., Varnum, M. E. W., ... Talhelm, T., ... Kenrick, D. T. (2020). Family matters: Rethinking the psychology of human social motivation. *Perspectives on Psychological Science*, 15(1), 173–201.
48. Talhelm, T. (2020). Emerging evidence of cultural differences linked to rice versus wheat agriculture. *Current Opinion in Psychology*, 32, 81–88.

49. Wang, C., Hu, L., Talhelm, T., & Zhang, X. (2019). The effects of colour complexity and similarity on multiple object tracking performance. *Quarterly Journal of Experimental Psychology*, 72(8), 1903–1912.
50. Liu, S., Morris, M. W., Talhelm, T., & Yang, Q. (2019). Ingroup vigilance in collectivistic cultures. *Proceedings of the National Academy of Sciences*, 116(29), 14538-14546.
51. Talhelm, T., & Oishi, S. (2019). Culture and Ecology. In D. Cohen & S. Kitayama (Eds.), *Handbook of Cultural Psychology* (pp. 119–143). New York, NY: Guilford Press.
52. Dong, X., Talhelm, T., & Ren, X. (2018). Teens in rice county are more interdependent and think more holistically than nearby wheat county. *Social Psychological and Personality Science*, 10(7), 966-976.
53. Thomson, R., Yuki, M., Talhelm, T., Schug, J., Becker, J., Chiu, C.-Y., ... Visserman, M. L. (2018). Relational mobility predicts social behaviors in 39 countries and is tied to historical farming and threat. *Proceedings of the National Academy of Sciences*, 115(29), 7521-7526.
54. Talhelm, T., Oishi, S., & Zhang, X. (2018). Who smiles while alone? Rates of smiling lower in China than US. *Emotion*, 19(4), 741-745.
55. Talhelm, T. (2018). Hong Kong liberals are WEIRD: Analytic thought increases support for liberal policies. *Personality and Social Psychology Bulletin*, 44(5), 717-728.
56. Talhelm, T., Zhang, X., & Oishi, S. (2018). Moving chairs in Starbucks: Observational studies find rice-wheat cultural differences. *Science Advances*, 4, eaap8469.
57. Talhelm, T., & Oishi, S. (2018). How rice farming shaped culture in southern China. In A. Uskul & S. Oishi (Eds.), *Socioeconomic environment and human psychology* (pp. 53-76). New York, NY: Oxford University Press.
58. Ren, X., Su, H., Lu, K., Xu, J., Ouyang, Z., & Talhelm, T. (2016). Culture and unmerited authorship credit: Who's after it and why? *Frontiers in Psychology*, 7, 1-2.
59. Talhelm, T., Haidt, J., Oishi, S., Zhang, X., Miao, F. F., & Chen, S. (2015). Liberals think more analytically (more “WEIRD”) than conservatives. *Personality and Social Psychology Bulletin*, 41(2) 250-267.
60. Oishi, S., Talhelm, T., Lee, M., Komiya, A., & Satoshi, A. (2015). Residential mobility and low-commitment groups. *Archives of Scientific Psychology*, 3, 54-61.

61. Open Science Collaboration. (2015). Estimating the reproducibility of psychological science. *Science*, 349(6251).
62. Oishi, S., Talhelm, T., & Lee, M. (2015). Personality and geography: Introverts prefer mountains. *Journal of Research in Personality*, 58, 55-68.
63. Lyu, C., Hu, S., Wei, L., Zhang, X., & Talhelm, T. (2015). Brain activation of identity switching in multiple identity tracking task. *PloS One*, 10(12), e0145489.
64. Talhelm, T., Zhang, X., Oishi, S., Chen, S., Duan, D., Lan, X., & Kitayama, S. (2014). Discovery of large-scale psychological differences within China explained by rice vs. wheat agriculture. *Science*, 344(6184), 603-608.
65. Oishi, S., & Talhelm, T. (2012). Residential mobility: What psychological research reveals. *Current Directions in Psychological Science*, 21(6), 425-430.
66. Talhelm, T., & Oishi, S. (2013). Residential mobility affects self-concept, group support, and happiness of individuals and communities. In P. J. Rentfrow (Ed.) *Geographical psychology: Exploring the interaction of environment and behavior* (pp. 219-239). Washington DC: American Psychological Association.
67. Oishi, S., Kesebir, S., Miao, F. F., Talhelm, T., Endo, Y., Uchida, Y., Shibana, Y., & Norasakkunkit, V. (2013). Residential mobility increases motivation to expand social networks: But why? *Journal of Experimental Social Psychology*, 49(2), 217-223.
68. Talhelm, T., Eggleston, C., & Lee, M. (2014). Replication of *Poignancy: Mixed Emotional Experience in the Face of Meaningful Endings* by Ersner-Hersfield, Mikels, Sullivan, & Carstensen (2008, *Journal of Personality and Social Psychology*).
69. Eggleston, C., Talhelm, T., & Lee, M. (2014). Replication of *The Face of Success* by Rule & Ambady (2008, *Psychological Science*).
70. Open Science Collaboration. (2013). The Reproducibility Project: A model of large-scale collaboration for empirical research on reproducibility. In V. Stodden, F. Leisch, & R. Peng (Eds.), *Implementing Reproducible Computational Research (A Volume in The R Series)*, pp. 299-323. New York, NY: Taylor & Francis.
71. Feng, Q., Zheng, Y., Zhang, X., Song, Y., Luo, Y. J., Li, Y., & Talhelm, T. (2011). Gender differences in visual reflexive attention shifting: Evidence from an ERP study. *Brain Research*, 1401, 59-65.

COMPETITIVE GRANT FUNDING

Collaborative Sustainability and Climate Research Fund 2025

\$49,000: Long-Run Ecological Roots of Climate Attitudes and Support for Climate Change Policies

PIs: Thomas Talhelm and Jiaqi Yu

National Institutes of Health/National Institute on Aging 2025

\$15,000: Crossroads of Culture and Stress: Analyzing Biomarkers and Self-Report Stress Among Working Adults

PIs: Thomas Talhelm and Alexander S. English

Polsky Center for Entrepreneurship and Innovation 2025

\$5,000: Long-Run Agricultural Roots of Entrepreneurship

PI: Thomas Talhelm

Malyi Center for the Study of Institutional and Legal Integrity 2025

\$9,700: All Politics Is Local? History of Rice-Farming May Shape Interest in Local Politics

PI: Thomas Talhelm

Provost's Global Faculty Awards 2023

\$17,500: Change and Adaptation in China

PIs: Thomas Talhelm and Alexander S. English

Center for Global Health Faculty/Graduate Student Support Program 2023

\$6,000: Cultural Differences in Argumentative Communication Style: Implications for Social Connection, Clinical Practice, and Inequality

PI: Thomas Talhelm in support of Ugur Yasar

Kiphart Center for Global Health and Social Development. 2023

\$21,250: Understanding The Transformation into a Post-Pandemic World: Social and Cultural Determinants of Health

PIs: Thomas Talhelm and Alexander S. English

University of Chicago Beijing Center 2022

\$15,000: Assessing the Psychological Impact of The Transition to Post-Pandemic Society

PIs: Thomas Talhelm and Alexander S. English

Templeton Foundation 2021

\$2,542,700: Religion, Family Structure and the Origins of Individual Freedom and Economic Prosperity

PIs: Joseph Henrich and Jonathan Schulz

NSF Graduate Research Fellowship 2010-2015

\$90,000 and \$36,000 honorarium: Residential mobility, China, and The Rice Theory of Culture

Outstanding Doctoral Candidate Fellowship 2009-2012

\$36,000: Graduate studies

NSF East Asian Pacific Summer Institute Fellowship	2010
\$7,000: Residential Mobility in Modern China: Are Chinese Movers More Individualistic?	
Fulbright Scholarship	2012-2013
\$21,000: The Rice Theory of Culture in Everyday Life	
LIFE Fellowship	2011-2013
\$10,000: Culture Across the Lifespan Max Planck Institute Berlin, University of Virginia, University of Michigan	
UVa Double Hoo Grant	2014
\$5,000: Cultural Differences on The Rice-Wheat Border in Anhui Province, with Jing Shi	
Arts, Humanities, and Social Sciences Summer Fellowship	2014
\$3,000: Analytic Thought and Cultural Differences in China	
Harrison Grant	2014
\$3,000: Does Interpersonal Gratitude Cause Cultural Differences in Willingness to Take on Debt? with Nancy Xu	
Echols Grant	2013
\$900 Interpersonal Gratitude and Willingness to Borrow, with Nancy Xu	
Minerva Grant	2013
\$3,000: Rice-Wheat Cultural Differences in China, with Jing Shi	

PAPERS AT ADVANCED STAGES

Ge, S., He, Q., Sarangi, S., & Talhelm, T. (submitted). People from historically rice-farming cultures perform better on exams. *Nature Communications*.

Huang, A., & Talhelm, T. (R&R). Historical fishing explains psychological differences in Japan and worldwide. *Proceedings of the National Academy of Sciences*.

English, A., Ma, Y., Liu, X., Wang, L., Talhelm, T., & Zheng, L. (R&R). People trust gender-matched AI interviewers more: An experiment on perceived similarity. *Human Resource Management Journal*.

English, A. S., & Talhelm, T. (in prep). Job satisfaction shapes identity: Longitudinal pathways to emerging adulthood identity via career identity. *Organization Science*.

TEACHING EXPERIENCE

Culture (And Why It Matters)	2022-Present
University of Chicago Booth School of Business	

Strategies and Processes of Negotiation	2016-2021
University of Chicago Booth School of Business	

Cultural Psychology PhD Seminar 2017-Present
University of Chicago Booth School of Business

PSYC 2600: Social Psychology 2014

University of Virginia: CORE 2013-2015
Designed and taught seminar on psychology and adapting to other cultures

PSYC 3006: Research Methods and Data Analysis II 2010
Review TA: Designed and led main-class reviews for 200+ students

Princeton in Asia Fellow 2007-2008
English teaching post in Guangzhou, China: Instructor of record

University of Michigan Undergraduate Research Opportunity Program 2005-2007
Designed and lead biweekly seminars on undergraduate research: Instructor of record
Taught and mentored 30+ undergraduate students, focus on minority and first-generation students

SELECTED JOURNALISTIC PUBLICATIONS

Talhelm, T. (2025). Cash rewards have less sway in collectivistic cultures. *Scientific American*.

Talhelm, T., & Wei, L. (2025). Relationships are important, but so is feeling free to end them. *Psyche*.

Talhelm, T., & Harati, H. (2023). Water scarcity changes how people think. *Scientific American*.

Talhelm, T., & Harati, H. (2023). How climate shaped our minds—and how it might still save us from climate change. *APS Observer*.

Talhelm, T. (2022). What rice-farming cultures can teach us about pandemic preparedness. *Scientific American*.

Talhelm, T. (2022). Cowboy culture doesn't have a monopoly on innovation. *Scientific American*.

Talhelm, T. (2021). Time to end assumption that public health interventions encourage risk. *Behavioral Scientist*.

Talhelm, T. (2019). Your understanding of collectivism is probably wrong. *APS Observer*, 32(9), 23-25.

Talhelm, T. (2019). Smiling loners might explain why China smiles less than the U.S. Society for Personality and Social Psychology.

- Talhelm, T. (2018). After 50 years of explaining conservatism as flaw, new study suggests it's cultural. Society for Personality and Social Psychology.
- Talhelm, T. (2016). How much does China smile? Society for Personality and Social Psychology.
- Talhelm, T. (2008). New forms of old revolutions: A softened Cultural Revolution lives on in modern China. *Far Eastern Economic Review*, November 7, 2008.
- Talhelm, T. (2009). All clear? A check-up on Beijing's record air pollution numbers. *City Weekend*, July 6.
- Talhelm, T. (2009). Finding China's Jews. *City Weekend*, June 15.
- Talhelm, T. (2010). Translation costs of having a foreign passport. *China Daily*, February 3.
- Talhelm, T. (2009). A(H1N1) gets treatment from TCM. *China Daily*, June 24.
- Talhelm, T. (2009). China's Confucian resurgence and KTV. *City Weekend*, March 23.
- Talhelm, T. (2008). Chinese net sheriffs rise to enforce a new justice from the Internet jungle. *Urbane*, November.
- Talhelm, T. (2008). Coal Town: Beijing cleans itself of coal heaters. *City Weekend*, November 6.
- Talhelm, T. (2008). Author's Corner: A Look Back at Bo Yang's *The Ugly Chinaman*. *Far Eastern Economic Review*, December 7.
- Talhelm, T. (2008). Fashionable Mandarin: New Mandarin propaganda efforts push Mandarin as chic. *Urbane*, September.
- Talhelm, T. (2009) Lessons learned from a modern-day sage of Confucius's age. *China Daily*, September 22.
- Talhelm, T. (2008). Superheroes and anti-theft devices: What the psychology of barred windows can teach us about China and America's education systems. *Perspectives: Overseas Chinese Forum*, 9(3), 156-162.

MENTORING EXPERIENCE

Danila Medvedev

Research Project: The money advantage over psychology in motivating work is stronger in WEIRD countries

Umy Yasar

Research Project: Debate culture as a novel dimension of cultural differences

Becky Lau

Research Project: Foreign language effect on analytic thought

Ivo Gyurovski

Research Project: Socio-economic status structure in Hong Kong and China

Shamini Nair

Undergrad Honor's Thesis: SES differences in quality of linguistic input in English-medium preschools in Mumbai

Andong Zhang

Research Project: Do people in China feel more observed than Americans?

Amanda Yuanyuan Zhou

Research Project: Cultural differences in cuteness preferences: Why?

Zachary Melton

Research Project: Harnessing Twitter data to test regional differences in noun-verb use
Distinguished Majors Project (Shigehiro Oishi)

Jing Shi

Research Project: Rice-wheat border differences in Anhui Province
Double Hoo Joint Grad-Undergrad Award (\$5,000); Minerva grant (\$3,000)

Sherry Jueyu Wu

Research Project: Rice-wheat differences in Jiangsu Province
Distinguished Majors Project (Timothy Wilson)

Yuxin Wang

Regulatory focus and residential mobility: Are movers more promotion oriented?
Distinguished Majors Project (Shigehiro Oishi)

Nancy Mengran Xu

Research Project: Social gratitude and financial debt
Harrison Grant (\$3,000); Ingrassia Echols Grant (\$900)

Helen Yanshi Wu

Research Project: North-south cultural differences
Yunnan Province, China

REVIEWING

Editorial Board:

Journal of Personality and Social Psychology – Attitudes and Social Cognition

Ad Hoc Reviewer:

Science
Proceedings of the National Academy of Sciences
Nature Human Behaviour
Perspectives on Psychological Science
American Economic Review
Quarterly Journal of Economics
Nature Communications
Psychological Review
Psychological Bulletin
Personality and Social Psychology Review
Current Directions in Psychological Science
Emotion
Social Psychological and Personality Science
Personality and Social Psychology Bulletin
Journal of Experimental Psychology: General
Journal of Cross-Cultural Psychology
Psychological Reports
European Economic Review

LANGUAGES

Chinese: Fluent oral, reading, written (HSK level 7)
Spanish: Advanced
Portuguese: Intermediate

CHAired SYMPOSIA

- Talhelm, T. (2026, April). Four New Findings on Culture, Technology, and Misunderstanding. Western Psychological Association, Chicago, IL.
- Talhelm, T. (2025, April). Culture Overlooked: Four Ideas Most People Don't Know. Midwestern Psychological Association, Chicago, IL.
- Talhelm, T. (2025, April). Where Culture Came From and Where It's Going. Midwestern Psychological Association, Chicago, IL.
- Dong, X., & Talhelm, T. (2024, July). For Money or Not? Monetary Incentives and Professional Pursuits as Work Motivations. Academy of Management, Chicago, IL.
- Talhelm, T., & Medvedev, D. (2024, May). The Culture of Money. Association for Psychological Science, San Francisco, CA.
- Talhelm, T., & Medvedev, D. (2024, February). Four Ways Culture Shapes Happiness. Society for Personality and Social Psychology, San Diego, CA.
- Talhelm, T. (2023, August). Four Paradoxes of Collectivism. International Association for Cross-Cultural Psychology. Limerick, Ireland.

- Talhelm, T., & Thomas, C. (2023, May). From Outside In: Four Ways Culture Affects Happiness and Motivation. Association for Psychological Science, Washington DC.
- Talhelm, T. (2023, March). Nation No More: The Emerging Field of Regional Cultural Differences. International Convention of Psychological Science, Brussels, Belgium.
- Talhelm, T., & Dong, X. (2023, February). From Masks to Manspreading: Why Cultural Norms Matter. Society for Personality and Social Psychology, Atlanta, GA.
- Talhelm, T., & Dong, X. (2022, May). Manspreading to Match.com: Four Studies Move Culture from “Self-Reports and Finger Movements” to Behavior. Association for Psychological Science, Chicago, IL.
- Talhelm, T., & Liu, S. (2020, February). Collectivism Isn't What You Think It Is. Society for Personality and Social Psychology, New Orleans, LA.
- Talhelm, T. (2019, October). Four Paradoxes That Violate Intuitions About Interdependent Cultures. Society for Experimental Social Psychology, Toronto, Canada.
- Talhelm, T. (2019, May). Where Does Culture Come from and Why Does it Change? Advances in Cultural Theory. Association for Psychological Science, Washington DC.
- Talhelm, T. (2019, March). Evidence That Wealth Make Cultures More Interdependent, Not Less: GDP, Status, and Culture. International Convention of Psychological Science, Paris, France.
- Talhelm, T., & Liu, S. (2018, March). The Budding Collectivism Revolution. Society for Personality and Social Psychology, Atlanta, GA.
- Sng., O., & Talhelm, T. (2017, October). Ecological psychology. Society for Experimental Social Psychology, Boston, MA.
- Talhelm, T., & Grossmann, I. (2017, March). New Perspectives on Age Old Questions. International Convention of Psychological Science, Vienna, Austria.
- Talhelm, T. (2016, May). Ecological Thinking: New Advances in Ecological Psychology. Association for Psychological Science, Chicago, IL.

PRESENTATIONS

- University of Washington, Foster School of Business, April, 2026
- University of California Los Angeles, Anderson School of Management, February, 2026
- University of Nevada Las Vegas, Lee School of Business, January, 2026
- University of Arizona, January, 2026
- University of Michigan Ross School of Business, September, 2025
- Michigan State University Broad School of Business, September, 2025
- University of Minnesota Law School, September, 2025

Regional Cultural Differences Conference, Barcelona, Spain, July, 2025
Award Address, International Association for Cross-Cultural Psychology, Brisbane, Australia, June, 2025
University of Queensland Business School, June, 2025
University of Melbourne Department of Psychology, June, 2025
University of Melbourne Business School, June, 2025
Monash University Economics Department, June, 2025
Monash University Business School, June, 2025
Macquarie University Business School, June, 2025
Invited Talk, Association for Psychological Science, Washington DC, May, 2025
Rice University Jones Graduate School of Business, May, 2025
Virginia Tech, Department of Economics, April, 2025
Cornell University Department of Psychology, April, 2025
Syracuse University Department of Psychology, April, 2025
Society for Personality and Social Psychology, Denver, Colorado, February, 2025
University of Colorado Boulder Leeds School of Business, February, 2025
California State University Sacramento Department of Psychology, February, 2025
University of California Berkeley Institute for Social and Personality Research, February, 2025
University of Southern California Marshall School of Business, January, 2025
University of California Davis Department of Psychology, December, 2025
Michigan State University Department of Psychology, September, 2024
Harvard University Department of Psychology, September, 2024
Harvard Business School, September, 2024
Harvard University Department of Human Evolutionary Biology, May, 2024
University of Copenhagen Department of Psychology, September, 2024
University of California Berkeley Haas School of Business, May, 2024
Sabanci University, May, 2024
University of Chicago Department of Psychology, May, 2024
International Association for Conflict Management, May, 2024
Loyola University of Chicago Department of Psychology, May, 2024
Zhejiang University Business School, March, 2024
Beijing Normal University, February, 2024
Stanford University Graduate School of Business, February, 2024
University of Southern California Law School, February, 2024
University of Minnesota Carlson School of Management, September, 2023
University of Michigan Institute for Social Research, October, 2023
University of Oslo, August, 2023
International Political Science Association World Congress, Buenos Aires, Argentina, July, 2023
University of Chicago Beijing Center, Beijing, China, May, 2023
Northwestern University Kellogg School of Management, May, 2023
University of British Columbia Department of Psychology, April, 2023
University of Kansas Department of Psychology, April, 2023
University of Chicago, Harris School of Public Policy, March, 2023
University of Arizona Department of Psychology, January, 2023

Laboratory for Comparative Social Research, Moscow, January, 2023
University of California San Diego Department of Psychology, January, 2023
Princeton University Center for Contemporary China, November, 2022
Midwest Conference on Asian Affairs, University of Kansas, September, 2022
Academy of Management, Seattle, Washington, August, 2022
Regional Cultural Differences Conference, Barcelona, Spain, July, 2022
Boston University, Department of Economics, April, 2022
University of Texas Dallas Department of Psychology, April, 2022
Iowa State University Department of Psychology, March, 2022
Psychonomics Conference, October, 2021
United States Department of Agriculture, September, 2021
Keynote Address, International Association for Cross-Cultural Psychology, July, 2021
University of Illinois Psychology Department, March, 2021
University of Illinois Gies School of Business, March, 2021
University of Chicago Center for East Asian Studies, November, 2020
University of Virginia Department of Psychology, October, 2020
Society for Personality and Social Psychology, New Orleans, LA, February, 2020
Society for Chinese Social Psychology, Beijing, China, January, 2020
Shandong University, September, 2019
University of Chicago Harris School of Public Policy, November, 2019
University of Chicago Booth School of Business Center for Decision Research, October, 2019
University of Chicago Booth School of Business Microeconomics, October, 2019
Society for Experimental Social Psychology, Toronto, Canada, October, 2019
University of Pennsylvania Wharton School of Business, Beijing Center, Beijing, China, September, 2019
University of Auckland Department of Psychology, August, 2019
Royal Asiatic Society, Shanghai, China, July, 2019
Shanghai International Studies University, July, 2019
Association for Psychological Science, Washington, DC, May, 2019
International Convention of Psychological Science, Paris, France, March, 2019
University of Chicago Booth School of Business, Culture Group, May, 2019
University of Idaho, April, 2019
Presidential Plenary Session, Society for Personality and Social Psychology, February, 2019
Society for Personality and Social Psychology, Atlanta, GA, February, 2018
Arizona State University Department of Psychology, November, 2018
Shanghai International Studies University, September, 2018
Hokkaido University Department of Psychology, August, 2018
Shanghai Tech University, June, 2018
Hangzhou Normal University, June, 2018
Zhejiang University, June, 2018
Tsinghua University Business School, June, 2018
University of Chicago Harris School of Public Policy, May, 2018
Michigan State University Natural Resources Economics Department, April, 2018
Stanford University Department of Psychology, November, 2017
Michigan State University East Asian Studies Annual Lecture, November, 2017

Michigan State University Department of Psychology, November, 2017
University of Chicago East Asian Studies Department, October, 2017
Society for Experimental Social Psychology, October, 2017
Chinese Academy of Science, September, 2017
Shandong University, June, 2017
University of Chicago Booth School of Business Center for Decision Research, May, 2017
Harvard University Department of Human Evolutionary Biology, May, 2017
International Convention of Psychological Science, Vienna, Austria, March, 2017
University of Gottingen Political Science Department, February, 2017
University of Wisconsin December, 2016
Association for Psychological Science, Chicago, IL, May, 2016
Chinese Academy of Sciences, September, 2016
Tsinghua University, September, 2016
Royal Asiatic Society, September, 2016
Hopkins Nanjing Forum, September, 2016
The University of Nottingham in Ningbo, September, 2016
Zhejiang University, July, 2016
University of Illinois Chicago Department of Psychology, February 2016
Fudan University, September, 2015
Khush Symposium, University of California Davis, May, 2015
International Convention of Psychological Science, Amsterdam, Netherlands, March, 2015
Society for Personality and Social Psychology, Long Beach, CA, February, 2015
University of Michigan Center for Culture, Mind, and the Brain, April 2014
George Washington University, October, 2014
University of Pennsylvania Department of Psychology, September, 2014
Fudan University Economics Department, August, 2014
Chinese Academy of Sciences, July, 2014
Shanghai Foreign Correspondents Club, July, 2014
Beijing Normal University, June, 2014
University of Michigan Center for Chinese Studies, April, 2014
University of Virginia East Asia Center Lecture Series, March, 2014
University of Virginia Student Choice Colloquium, December, 2013
Microsoft Campus, Beijing, China, August, 2013
LIFE Institute, Ann Arbor, Michigan, May, 2011
Society for Personality and Social Psychology, San Antonio, Texas, January, 2011
University of Michigan UROP Spring Research Symposium, April, 2007
Society for Personality and Social Psychology, Poster Presentation, January, 2006
University of Michigan Community-Based Research Symposium, Poster Presentation,
September, 2005